

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 56 – SB 1006

March 3, 2019

SUMMARY OF BILL: Prohibits an employer from screening an applicant for employment base upon the applicant's compensation history. Does not restrict an applicant from volunteering to share compensation history or an employer from considering the compensation history of a current employee. Creates a Class B misdemeanor punishable by a fine no less than \$100 and no more than \$500 for each violation.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- As a result of the proposed legislation the Department of Labor and Workforce Development may observe an increase in complaints relating to Wage Regulations Act violations, however it is assumed that any increase in investigations can be absorbed within existing staff and resources which would not result in a significant impact to expenditures.
- The Department of Human Resources (DHR) would have to ensure that applications for employment do not request compensation history. Based on information provided by the DHR the provisions of the legislation can be handled within existing resources which would not result in a significant impact to state expenditures.
- Other state and local government agencies will need to revise application forms to remove starting/ending salary field which will not result in a significant impact to state or local expenditures.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- The provisions of the bill will not have any significant impact on commerce or jobs in Tennessee.

HB 56 – SB1006

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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